

alabama  
community,  
junior &  
technical  
colleges

# PROFESSIONAL DEVELOPMENT news

VOL. I NO. 2

JANUARY 1985

## FACULTY/STAFF INVOLVEMENT: KEY TO SUCCESS

Dear Colleagues:

The November Professional Development Workshops were clearly a resounding success. While expected variance in participant satisfaction and perceived program quality occurred, the overwhelming consensus is that these were the finest professional development services ever provided in our system and were invaluable to our commitment to instructional quality. The Professional Development Task Force has been inundated with praise for coordination, but has requested that full credit be given to workshop chairpersons, instructor planning committees, and staffs of the sponsoring institutions who collectively were totally responsible for program content and quality. Their expertise, dedication, and immense effort generated a standard of quality of which we can all be proud.

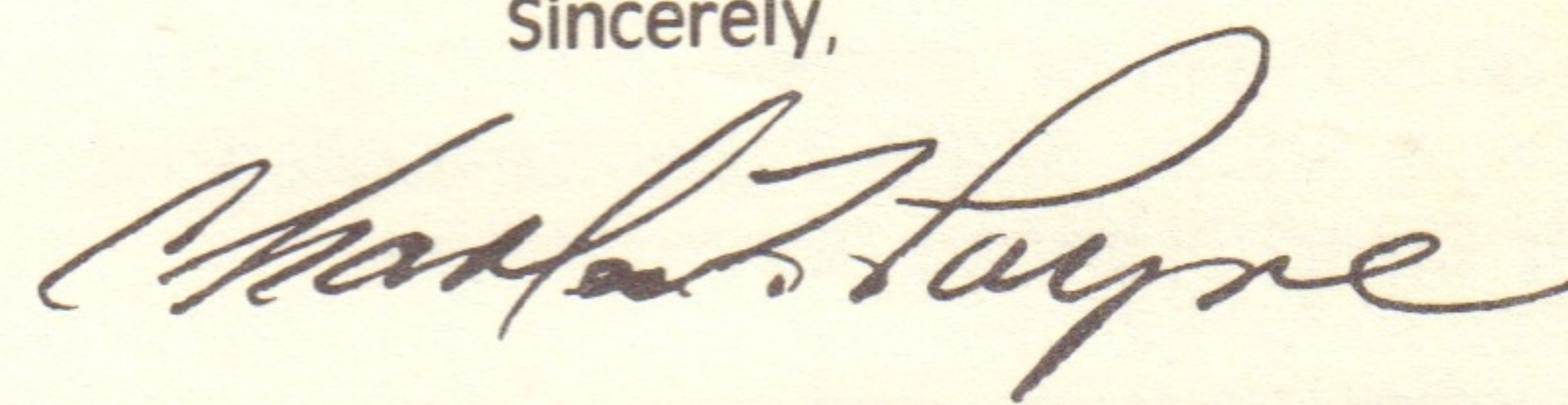
In fact, the key to success for the November workshops was the comprehensive involvement of faculty and staff in the planning process. The faculty and staffs of our community, junior and technical colleges include many of the brightest minds and most dedicated educators in Alabama or the nation. By involving more than 200 individuals representing all 43 colleges and by involving 20 different colleges directly as sponsoring institutions, this was the largest and most ambitious planning effort ever undertaken in our system. It is clear that the commitment to involvement paid successful dividends.

No sooner do we conclude the most ambitious professional development effort in our history than we must begin to plan our twentieth celebration by bringing together our more than 3,000 system personnel also for the first time in our history. Again we are committed to involvement as the key to success. Approximately 300 individuals will be involved in the planning process for the April conference.

The Alabama Junior and Community College Association (AJCCA) has provided statewide leadership

in professional development from its inception. Our department and the Professional Development Task Force are proud to join AJCCA as co-sponsors of this first systemwide conference. We are confident that through involvement and cooperation our twentieth anniversary celebration will establish a new standard of professional development excellence.

Sincerely,



Charles L. Payne, Chancellor





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## NOVEMBER PROFESSIONAL DEVELOPMENT RECAP

The November Professional Development Workshops were dedicated exclusively to teaching faculty. With 25 disciplinary and occupational program areas identified, instructional planning committees were formed for each area.

The November Professional Development Workshop is now an event of the past but will continue to have a tremendous impact upon the future. Over 2,000 Alabama community, junior and technical college personnel participated in this workshop and over 200 dedicated committee workers with their chairpersons assisted in making this workshop a success. A special thanks is in order for everyone who assisted in making this workshop a reality, especially the 25 committee chairpersons. These were:

George Hopson  
Trenholm State Technical College  
**Agribusiness Workshop**

Alden Thigpen  
Muscle Shoals State Technical College  
**Air Conditioning Workshop**

Carl Parson  
Ingram State Technical College  
**Auto Body Workshop**

Roy Trucks  
Bessemer State Technical College  
**Auto Mechanics Workshop**

Joseph Stroud  
Alabama Aviation and Technical College  
**Aviation Workshop**

Dr. Jackson Sasser  
Calhoun State Community College  
**Business, Business Education and Computer Information Systems**

Joe Carter  
Ingram State Technical College  
**Construction Trades Workshop**

Betty Mayo  
Wallace State Community College at Dothan  
**Cosmetology & Barbering Workshop**

Lavon Bentley  
Nunnelley State Technical College  
**Diesel Mechanics Workshop**

William Washington  
Drake State Technical College  
**Drafting Workshop**

Bill Stancil  
Calhoun State Community College  
**Electricity and Electronics Workshop**

Sharon Deck  
Shelton State Community College  
**English Workshop**

Hermine Holzborn  
Jefferson State Junior College  
**Fine Arts Workshop**

Deloris Jackson  
Carver State Technical College  
**Food Service and Sewing Workshop**

Bill Stewart  
Patterson State Technical College  
**Graphic Arts**

William Bell  
Bishop State Junior College  
**Health, Physical Education and Recreation**

Don Tucker  
Walker State Technical College  
**Truck Driving**

Willie Williams  
Patterson State Technical College  
**Upholstery and Furniture Workshop**

Bill Porter  
Shelton State Community College  
**Welding Workshop**

Melvin Corder  
Shelton State Community College  
**Machine Technology Workshop**

George Beaubé  
Alabama Technical College,  
Elise Yancy, Gadsden State Junior College  
**Mathematics Workshop**

Dr. Janice Roberts  
Jefferson State Junior College  
**Natural Sciences Workshop**

Betty Abbott  
Bessemer State Technical College  
Janis Gates  
Jefferson State Junior College  
**Nursing and Allied Health Workshop**

Billy Howard  
Opelika State Technical College  
**Small Engines Workshop**

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One of the things that made these workshops successful was faculty involvement. Who else would better know what the instructors need than the instructors themselves? The consensus of the instructors evaluation forms spell overwhelming success!

Alden Thigpen of Muscle Shoals State Technical College said that the Air Conditioning and Refrigeration Workshop received excellent media coverage and was launched by four area legislators. "The presenters did an excellent job of updating the instructors on changes in the heat pump and new energy efficient equipment.

One of the highlights was being able to exchange ideas at a special meeting and detailing what each instructor was doing in his individual program.



**Instructor Alden Thigpen, Representative J. W. Goodwin, Representative Denzel Clark, Representative Charlie Britnell, Representative Tom Coburn, President, Muscle Shoals Technical College, Hugo Barton**

Physical educators had five outstanding professionals in the areas of marketing of physical education, aerobics, wellness, sports medicine and nutrition and the athletic performance. These sessions were planned and implemented in such a manner which would lead to the development and implementation of a statewide professional plan for physical educators.

One of the highlights was a tour of the renowned United State Sports Academy. Dr. Mary Mahan and Bill Whitmir were two well-known consultants on creativity and the use of media in wellness and marketing of physical education.

The Aviation Workshop was divided into three areas. One of the interesting points of this workshop was the fact that the instructors were informed that the FAA has recently contracted with ATEC to do a complete study and possible major revisions on A&P school

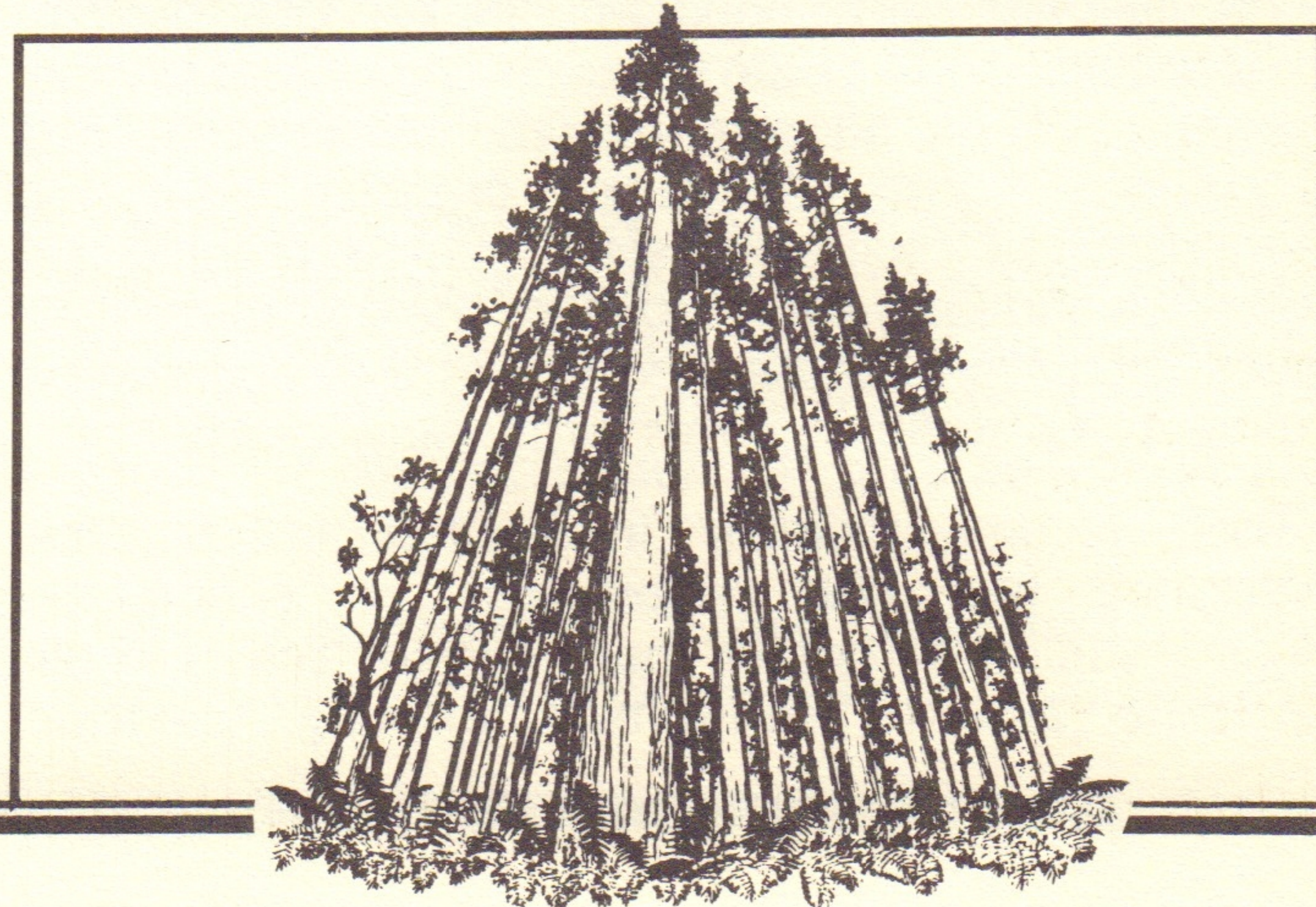
curriculum nationwide. The highlight of the workshop was tour of Teledyne Continental Motors facilities where the instructors observed reciprocating engines being manufactured and tested.

The Electricity and Electronics Workshop had Mr. Jim Rehg, Director of the Robotic Laboratory at Piedmont Technical College, Greenwood, South Carolina; Dr. Charles McKay, from the University of Houston; and Dr. Bob Stone, who directs the High Tech Industrial Training Center in Huntsville for Alabama Industrial Development training.

The need for a new "Breed" of technical technicians with mechanical, hydraulics, pneumatics, electronics and microprocessor training was pointed out. Dr. McKay, who is currently working with 22 contractors from NASA to establish the technology needed for this nation's first manned space laboratory also made the participants aware of fast-changing technology. Dr. Stone very effectively researched current and future industry needs for Inter-Disciplinary Cross-Over training and by the number of pertinent questions and interactions in the question session, it was evident that his remarks were well received.

"This was the most beneficial workshop I have ever attended. The contacts we made with industries should enhance all our programs," states Lavon Bentley, Chairperson of the Diesel Workshop. This workshop was geared for the fuel system with eight informed and outstanding representatives from the fuel systems testing and calibrating equipment companies.

The Agribusiness Workshop started off successfully with the instructors exchanging ideas on curriculum retention, texts and resources. There were presentations on Tissue Culture - a new propagation method; trends for Future Landscaping (total community development); business site observation with CCC Associates; Innovations in the Horticulture Industry and Christmas Tree Production and Urban Forestry. Overall, it was a very successful workshop.





The Mathematics Workshop held at Gadsden State had 137 participants representing 42 schools. John Hayman, Wallace State Community College, Dothan gave the address "The Future - The Computer and Education." Paul Carr from Alabama Technical College presented a paper on a mapping technique for Boolean Algebra. Dr. Joab Thomas, President of the University of Alabama spoke to the group concerning "The Role of Science and Mathematics in Economic Development".

The Truck Driving Workshop was considered to be a rewarding learning experience relating to changes in the trucking industry. Frank Adkins from the Department of Transportation presented the role of the Department of Transportation in the past, present and future. An on-site visit was made to Bowman Transportation terminal where the operations of double trailers was demonstrated. This is the first year for this type of transportation in our area.

The Cosmetology and Barber instructors were elated over the effort to up-grade themselves through planned in-service training. They especially enjoyed meeting together as the unison of knowledge and skills will enable more uniform teaching throughout the state. Ms. Jackie Bohannon, a member of Hair America, presented an outstanding program on the latest trends and techniques of "Hair in Motion". She is known for her expertise in adapting new styles to individuals and motivating her fellow cosmetologists to keep abreast of change.

Instructors involved in the Social Science Workshop benefitted from the opportunity to meet with their colleagues from around the state in both formal and informal settings to discuss matters of interest to their profession.

The highlight of the workshop was the presentation by Dr. Richard Rubenstein, who gave a very interesting presentation on the topic of "People and Technology". He challenged faculty to provide the kind of education for our students that can enable them to be productive in the era of high technology.

The Fine Arts Workshop had as its keynote speaker, Dr. Edmund Feldman who spoke on "Fine Arts and High Technology". His address was the highlight of the workshop. Florida Computer Graphics Company demonstrated their very sophisticated graphic art software and hardware. Probably the one thing that more Instructors commented on was the opportunity to meet and compare notes with fellow teachers.

Each faculty member in the Natural Science Workshop had the opportunity to enrich his understanding of one or more current topics in his discipline and to re-examine existing scientific

achievements with respect to current social and scientific trends.

Dr. George Wald, a Nobel Laureate in Medicine and Physiology gave the keynote address on "Survival in a Lethal Society" challenging participants to consider scientific concepts to determine what is right and what is wrong with the world.

It was felt that this workshop created a much stronger sense of community among instructors within each discipline of the natural sciences.

The success of any workshop is determined by the participants being involved in all events. The Welding Workshop was well attended and was the type workshop needed in the field of welding. With hands-on training and the opportunity to see and operate new or updated equipment, the instructors benefited by seeing ways to upgrade their programs and shops.

"There is no doubt that this is the best workshop ever conducted for the Machine Technology instructors. They requested many times that the workshop be conducted every year in the future and if possible with more time," says Melvin Corder, Chairperson for the Machine Technology Workshop.

Two new sections were introduced at this workshop: First, the awareness of quality in manufacturing and maintaining the integrity of the products being produced, with hand-on training operating the Coordinate Measuring Machine and other inspecting tools. The other section was geometric dimensioning and tolerancing. The participants were provided a textbook on this subject and the availability of instructional materials.

The workshop for Food Service and Sewing enabled each instructor to share his ideas in the enhancement of the Commercial Service and Foods Programs. It demonstrated how to get more industry resources for improvement, and how to close the gap between educators and industry.

The most significant points of interest were (1) the introduction of new high technology equipment, (2) the garbers cutting system, (3) the lazer cutting machine, (4) presentations of new technology, (5) the part that nutrition will play in restaurant food preparation, and (6) the demonstration on foods to be served for brunch and buffets.

Current information and procedures for servicing electronic fuel and ignition components on automobiles was the subjects of the Automotive Mechanics Workshop. G. L. Wayne, service engineer with Ford Motor Company, presented a program on Ford's Electronic Engine Control IV, which is the current



electronic system on Ford automobiles.

Gary Hoskins, a representative of General Motors Corporation's training staff, presented a program on Electronic Port Fuel Injection, the system on current-model General Motors automobiles. He explained the electronic components, air induction and the fuel systems and explained the recommended procedures for diagnosing malfunctions.

The English Workshop succeeded in having "something for everyone" and left the workshop with renewed dedication to excellence in teaching and to professional development, says Sharon Deck, Chairperson. The enthusiastic response from the participants was due to the excellence of the presentations made by participating scholars.

The opening address was presented by Anthony Riccio from Ohio State University on "Stress and Burnout: Tactics for Teachers of Communication Skills". The highlight of the workshop was the presence of James Dickey, nationally renowned poet and novelist, whose reading and lectures were the main focal points of the assembly. Dr. Dickey was very responsive to questions and talked informally on several occasions with the participants.

The instructor group in the Auto Body Workshop was very interested in and stimulated by the Plasma Torch, the new Plastic Mini-welder, Unibody Measuring Systems, and the Ditzler Color Coat/Clear Coat systems demonstrations.

One of the high points of the program was the extraordinary skill with which the expert presenters were able to communicate to the instructors the fact that auto body repair technology is in the process of rapid and drastic change. They also made it evident that new materials, equipment and techniques are available to address these changing conditions.

Intergraph Corporation was selected for the industry site observation for instructors in the Drafting Workshop. Mr. David Jeoferon, Intergraph Public Relations representative and Mr. Keith Raymon, CAD Demonstrator were in charge of the tour.

Guest presenters were Dr. Cecil Groves and Mr. Jewel Smokes of Bausch and Lomb. Topics of interest were "CAD Techniques and Instructional Use of Software", "Service Contracts", "Updating and Interfacing", and "Alabama as a Leader in CAD Classroom Laboratory". There were demonstrated lessons using the pro-education system.

Dr. Charles Payne, Chancellor, discussed "Directions '84" and Dr. Tom Terry led the discussion of several topics of interest to the group. Time was also provided

for drafting instructors to compare programs and teaching techniques.

The Business Workshop covered three areas of instruction: Business, Business Education and Computer Information Systems.

The keynote speaker for the opening session was John Strossel, Investigator for ABC's **20/20**. He was an outstanding and energetic speaker and his address was an excellent beginning for the three day workshop.

Tours of various industries provided a look at current computer systems with personnel directors and computer personnel sharing their views on traits and training desired of a computer employee.

Dr. Ray Souder addressed the group on the DPMA CIS Model Curriculum and expressed his views on the future of a teaching career in the computer field. One of the major accomplishments of the workshop was the "Narrowing of the gap" between business and education as these two groups openly discussed the needs, expectations, and limitations of each.

Mr. Rick McInnis, Vice-President of Dogwood Fabrics, Atlanta, Georgia, brought a very informative presentation on the many recently developed fabrics and different fiber blends to the Uphostery and Furniture Workshop. He also demonstrated some new hand tools that will be on the market very soon for the uphosterers.

Ken Peeler, President of Masco fabric, Birmingham and Mr. Tom Muzekiri from Millican Mills gave an impressive presentation on the update of upholstery fabrics. Samples of fabric were shown and the contents and durability was explained.

A tour of the Kimball Furniture Company was one of the highlights of the session where the instructors observed the constructing of Victorian and French styles from raw wood to the beautiful finished product.

The Small Engines workshop was extremely informative. Mr. Bill Fry, Eaton Corporation and Mr. Ron Ranson, Activation Corporation, did a remarkable job on their presentations.

Mr. James Kendricks and Mr. Billy Davis of the Curriculum Development Department of Education, presented a program explaining curriculum development in addition to the operation of their office for the betterment of programs throughout the state in this area.

The Construction Trades Workshop involved instructors from the areas of cabinetmaking,



carpentry, masonry and plumbing. The emphasis of these workshops were on recent trends in these occupations, new equipment and technologies, as well as complimentary student motivation and management techniques.

Representatives from various industries provided valuable information for the instructors.

A tour was conducted at the McLendon Furniture Manufacturing Company for a demonstration of new equipment currently used in industry. There was also a tour of the Rheem Water Heater Manufacturing Company on engineered plumbing products.

Last but not least, is the Graphic Arts Workshop where the keynote speaker was Mr. Jerry Henry, Color Craft, Incorporation who spoke on the "Techniques of Color Separation". This was an on-site presentation. Mr. Tom Brennan spoke on "Curriculum Development in Graphic Arts."

The general consensus of the participants' evaluations indicate that the overall attitude of the instructors was very positive, receptive, and enthusiastic. The workshops not only achieved the identified goals, but proved beneficial and meaningful to the majority of the participants.

CONGRATULATIONS TO ALL FOR A JOB WELL DONE!

## **APRIL CONFERENCE PLANNING WORKSHOP January 11, 1985**

The April Conference Planning Committee made up of the Alabama Junior and Community College Association (AJCCA) Commissioners, Special Interest Group Chairpersons, and the Professional Development Task Force members met on January 11, 1985 at the Hilton Hotel in Birmingham.

Dr. Charles Payne, Chancellor, welcomed the group and recapped "Direction '84" giving highlights of the system's professional development. He praised the employees of the two-year system for making professional development a success.

Dr. Evelyn Pratt gave support of the professional development activities and commended the Chancellor on his leadership in providing the professional development opportunities for the employees of the two-year system.

Dr. John Johnson gave an overview of the professional development activities and Dr. Alice Villadsen, President of AJCCA introduced the chairpersons, AJCCA commissioners and other in leadership areas and reviewed the April Workshop schedule.

Dr. Johnson, Dr. Larry McCoy, Dr. Imogene Mixson, and Mr. Ed Blake then reviewed the recently revised planning manual for professional development workshops.

## **ENROLLMENT MANAGEMENT CONFERENCE February 21-22, 1985**

The Enrollment Management Conference sponsored by the Alabama Deans of Students Association and the Alabama Department of Postsecondary Education Professional Development Task Force on February 21-22, 1985 is designed exclusively for all executive leaders of the two-year institutions. All presidents and dean-level executives are meeting together to address a significant issue by developing a common foundation of knowledge and perspective.

As the knowledge of college administration has increased and as students have become more sophisticated consumers, it is clear that traditional strategies and practices are outmoded. What is needed is a more systematic and integrated collection of strategies which reflect the solid commitment to quality of instruction and services and to assuring, whenever possible, that individual student goals are achieved.

Dr. Ernest R. Leach, Marketing Management Consultant, will be the keynote speaker for this conference. Dr. Leach is Vice President for Academic Affairs at Triton College in River Grove, Illinois. He has served as Dean of Student Affairs, Director of Admissions, and Dean of Student Personnel Services at various institutions across the country. Dr. Leach has served as a marketing management consultant with special emphasis on student recruitment and retention for more than 100 colleges in the United States and Canada.

The approach to enrollment management and retention being advocated through this conference is a genuine and comprehensive commitment to student success.



## **APRIL PROFESSIONAL DEVELOPMENT CONFERENCE April 10-12, 1985**

The 1985 Annual Professional Development Conference marks our twentieth anniversary as a system and will be the first time in our history that all system personnel have met together to share experiences and expertise as a commitment to instructional quality and student success. This will be a milestone conference in every respect.

The Alabama Junior and Community College Association (AJCCA) has provided statewide leadership in professional development from its inception. Postsecondary Education and the Professional Development Task Force are proud to join AJCCA as full co-sponsors of this first systemwide conference. By joining together, we can expand the resource commitments and both broaden and deepen the involvement in planning to make this the best conference in our history.

Wednesday, April 10, 1985 registration, exhibits, the general session, and reception for all two-year system personnel will take place in the Birmingham Civic Center and the Hyatt House adjacent to the center.

Thursday, April 11, 1985 will be the core of the workshop with all planning done by the Faculty/Staff Planning Committees. There will be approximately 50 Special Interest Groups with over 3,000 participants - These Special Interest Groups Activities will take place in five locations:

1. BIRMINGHAM CIVIC CENTER
2. UNIVERSITY INN
3. HYATT HOUSE
4. HILTON HOTEL
5. HOLIDAY INN, MEDICAL CENTER

Friday, April 12, 1985 activities will take place in the Birmingham Civic Center. There will be four Commission Sessions:

The Commission on Faculty  
The Commission on Students  
The Commission on Administration  
The Commission on Support Personnel

Early in February, pre-registration information will be forwarded to each individual with the location and Special Interest Group listing for personal planning and room reservations.

**NOTE:** Each person will be responsible for making

his/her own reservation where it will be most convenient for them.

Further information and final plans for the workshop will be included in a joint AJCCA and Professional Development Newsletter at a later date.



Please forward any Professional Development News including pictures to Dr. Charles Payne, Chancellor, for inclusion in newsletter and other publications.

## **TWO-YEAR COLLEGE PERSONNEL ADVANCING**

Mel Hartley of Bessemer Technical College attended the first annual National Academic Users Group Meeting in Bedford, Massachusetts. This conference provided insight into problems already encountered by major institutions of the United States. This conference was at the Computervision Applied Technology Center. It included the latest developments in CAD/CAM with a presentation by the president of the National Industrial Users Group, Don Trexler. The Drafting/CAD instructors would benefit from this group meeting.

On November 21, 1984, the faculty of Patterson Technical College participated in a developmental seminar on "Pygmalion in the Classroom". The seminar was led by Dr. James W. Selman of Auburn University and focused on the Pygmalion effect, often referred to as the self-fulfilling prophecy, and how important our expectations affect students.

The seminar identified four factors that help produce a positive pygmalion effect: (1) Climate, (2) feedback, (3) input, and (4) output.

The overall theme of the seminar underscored the fact that teachers not only shape the expectations and productivity of their students, but also influence their attitudes toward their education, jobs, and themselves.

Mr. Maurice Lind from Jefferson State attended the first annual Robotic Education and Training Conference in Romulus, Michigan. According to the information he received, the students at technical schools and junior colleges must stay abreast of the latest high technology in automated manufacturing systems (robots). Colleges should, as soon as possible, begin offering courses in flexible manufacturing systems and the student should continue to receive a broad base education in electronics, pneumatics,



hydraulics, mathematics and computer science but also receive specialized instruction in man-machine interfacing.

The Role of the LPN/LVN under DRG's was presented in Greenville Technical College, Greenville, South Carolina on November 8, 1984. Linda Parrish, LPN Program Chairman from George C. Wallace State Community College, Dothan, Alabama attended this workshop. The encouraging information received was

a result of two years of effort from the LPN programs in New Jersey. Each state will be responsible for the direction it takes in the future of nurses. The speakers at this conference agreed that the majority of nursing jobs in the future will be outside the hospital setting. Each one stressed that there will be a need for the practice nurse in the future more than ever before because they provide quality care that is cost effective.

## **PROFESSIONAL DEVELOPMENT CONFERENCE**

**ALABAMA STATE COMMUNITY, JUNIOR  
AND TECHNICAL COLLEGES**

**April 10-12, 1985**

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